

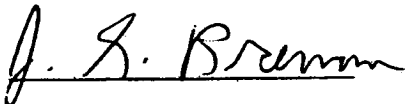
**MEMORANDUM OF AGREEMENT
BETWEEN
OKANAGAN UNIVERSITY COLLEGE
-and-
BCGEU**

The parties agree to recommend to their respective principals, the following amendments to the Collective Agreement:

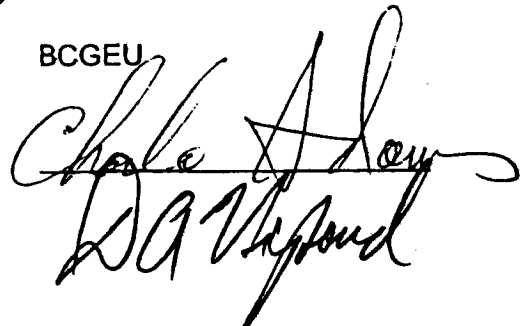
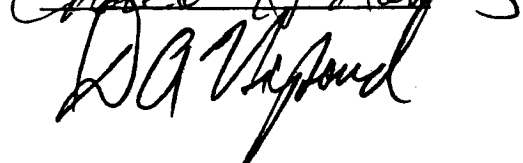
1. All previously agreed to items.
2. Expiry date of June 30, 2006.
3. Employees employed as of the date of ratification, and who would normally have access to Training Accord funds, shall receive a signing bonus of 2% of gross 2004 earnings. The signing bonus shall be paid from funds accrued in accordance with the Training Accord.
4. Wages
 - (a) Effective April 1, 2005, employees shall receive a 2% wage increase, which will be offset by:
 - (i) the 1% Training Accord funding shall be permanently rolled into pay scales.
 - (ii) Article 29.06 shall not apply to employees hired after the date of ratification.
 - (iii) Article 52.02(3) shall be amended to read: Normally there shall be no charge against an employee's sick leave credits for absences of less than 2 hours.
 - (iv) The Letter of Understanding dated March 12, 2002 regarding the central sick leave bank shall be continued with a cap of 1,000 days up to July 1, 2005; and thereafter to a cap of 600 days.
 - (b) Effective July 1, 2005, employees shall receive a wage increase of 1.5% or an increase equal to the increase in the total compensation negotiated in the BCGEU Master Agreement for the period April 1, 2006 to March 31, 2007, whichever is greater.
5. Effective April 1, 2005 a Supplemental Employment Benefit Plan shall be implemented.
6. Effective April 1, 2005, employees shall be reimbursed a total of \$75.00 every two years for vision exams; and increase eyeglass coverage to \$250.00 every 2 years.
7. The Employee agrees to continue the current stipends for the information technology employees.
8. The Union's May 20, 2003 proposals re: 43.02 and 54.02 are agreed.
9. LOU # 1, 2, and 4 shall be renewed.
10. LOU # 8 shall be deleted.
11. LOU #14 renew with compensation as attached.
12. LOU # 15 renew and amend by applying the general wage increases.

Dated this 24th day of February, 2005 and Signed on behalf of:

Okanagan University College



BCGEU

February 23, 2005

Supplemental Employment Benefit for Maternity and Parental Leave

0.0.0 Effective April 1, 2005, when on maternity or parental leave, an employee will receive a supplemental payment added to Employment Insurance benefits as follows:

- a)** For up to fifty-two (52) weeks of maternity leave, an employee who is the birth mother shall receive an amount equal to the difference between the Employment Insurance benefits and seventy-five percent (75%) of her salary calculated on her average base salary.
- b)** For up to a maximum of thirty-seven (37) weeks of parental leave, the spouse, the biological father, the common-law partner or adoptive parent who is caring for the child shall receive an amount equal to the difference between the Employment Insurance benefits and seventy-five percent (75%) of the employee's salary calculated on his/her average base salary.
- c)** The average base salary for the purpose of Clauses X.0.0 (a) and X.0.0 (b) is the employee's average base salary for the twenty-six (26) weeks preceding the maternity or parental leave. If the employee has been on unpaid leave for part of the preceding twenty-six (26) weeks, then up to four (4) weeks of that unpaid leave will be subtracted from the twenty-six (26) weeks for the purpose of calculating the average base salary.

0.0.1 An employee is not entitled to receive Supplemental Employment Benefits and disability benefits concurrently. To receive Supplemental Employment Benefits, the employee shall provide the Employer with proof of application for and receipt of Employment Insurance benefits.

0.0.2 If an employee is disentitled or disqualified from Employment Insurance maternity or parental benefits, the employee shall receive the supplemental payment or the appropriate percentage less the amount of employment Insurance benefits the employee would have received if qualified for Employment Insurance benefits.

0.0.3 (a) To be entitled to the above noted benefits, an employee must sign an agreement that they will return to work and remain in the Employer's employ for a period of at least six months or equivalent to the leaves taken, whichever is longer, after their return to work.

(b) Should the employee fail to return to work and remain in the employ of the Employer for the return to work period in (a) above, the employee shall reimburse the Employer for the benefits above on a pro-rata basis.

		No Screen Min. Oral Min			Screen Min.	No Screen Max.	COI Min.		Screen Max.			COI Max.
Points	1-4	5-10	11-12	13-15	16-18	19-20	21-22	23-25	26-27	28-29	30-31	32-34
Pay	17	20	21	22	23	24	25	26	27	28	29	30

*Due to shortages of service providers in some regions, there may be occasions when interpreters without formal training are hired.

Disability Service Coordinators, Ministry of Advanced Education
 Write to: The Interpreting Services Project, BCIT, 3700 Willingdon Ave, Burnaby, BC, Canada V5G 3H2. (604)451-6933